



CITY OF SANTA BARBARA

COUNCIL AGENDA REPORT

AGENDA DATE: April 1, 2008

TO: Mayor and Councilmembers

FROM: City Administrator's Office

SUBJECT: After-School Program Hourly School Year Continuity Incentive

RECOMMENDATION:

That Council adopt, by reading of title only, A Resolution of the Council of the City of Santa Barbara Approving a School Continuity Incentive for Certain Hourly Employees Working in After-School Programs.

DISCUSSION:

Forty-eight hourly employees in the classifications of Recreation Leader and Recreation Program Director are assigned to work directly with school children in the Parks and Recreation Department's After School Programs.

In Fiscal Year 2007, there was a 55% employee turnover rate for Parks and Recreation staff that support the after school program. There was similar turnover during previous school years. Reducing this turnover of employees would enhance program quality and safety, the effectiveness of annual training, and bonding between staff and participants. All of these would contribute to the success of the program.

The Parks and Recreation Department places great value on employees who continue to provide support to the program participants through an entire school year, and wishes to provide an incentive for such continuity. S.E.I.U., Local 620, supports this program and has entered into a side letter agreement with City staff to allow this program to begin for represented employees with the current school year, subject to Council approval.

Employees hired on or before October 1st, who stay with the After School Programs through the end of the school year and demonstrate acceptable performance would be eligible for the following incentives:

Recreation Leader (I-V): \$500 per program year
Recreation Program Director (I-V): \$600 per program year

REVIEWED BY: _____ Finance _____ Attorney

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Employees hired after October 1st, but on or before February 1st, would be eligible for a lesser incentive of \$250 if they stay with the After School Programs through the end of the school year.

BUDGET/FINANCIAL INFORMATION:

The maximum annual cost in fiscal year 2008 is estimated at \$24,970. Due to staff turnover, it is highly unlikely that this full cost will be realized. The cost will be absorbed in the existing fiscal year 2008 Parks and Recreation Department budget.

PREPARED BY: Kristine Schmidt, Employee Relations Manager

SUBMITTED BY: Joan M. Kent, Assistant City Administrator

APPROVED BY: City Administrator's Office